

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
DECEMBER 12, 1986,
IN LISNER HALL, ROOM 603

- 1 The meeting was called to order at 2:15 p.m., by Vice President French.

Present: Vice President French, Registrar Gaglione, Parliamentarian Steinhardt, Birnbaum, Deering, East, Eldridge, Elgart, Fox, Garris, Griffith, Hill, Kenney, Levy, Loeser, Malone, Paratore, Pierpont, Rashid, Robinson, Schiff, Simons, A. Smith, G. Smith, Solomon, Tolchin, Wallace, and Ziolkowski

Absent: President Elliott, Barron, Berkovich, Clark, Kelly, Liebowitz, Lovett, Morgan, Schiller, and Zubrow

- 2 The minutes of the regular meeting of November 14, 1986, were approved as distributed.

- 3 Professor Griffith introduced and welcomed Ralph J. Olmo, new University Comptroller. Mr. Olmo said that he felt very privileged to be at this University, and he described himself as "a financial manager who has a keen interest in education." After briefly explaining his responsibilities as Comptroller, Mr. Olmo said he was pleased to have the opportunity to meet with the Senate, and he invited the members to meet with him at anytime.

- 4 On behalf of the Executive Committee, Professor Griffith moved the adoption of Resolution 86/4, "A Resolution to Establish a Special Committee on Mandatory Retirement," and the motion was seconded. With respect to the resolution itself, Professor Griffith suggested that the Senate might wish to consider whether the Special Committee has been properly charged and structured, and whether the time limit is sufficient. Professor Hill asked if the Executive Committee considered giving this assignment to a Senate Standing Committee. Professor Griffith responded that the Executive Committee thought that this study probably would take more than one year and, therefore, a special committee seemed to be the appropriate body because its membership would not be subject to an automatic turn-over each year as the memberships of Senate Standing Committees are. Also, the volume of work

- 4 might occupy all of the time of a Senate Standing Committee which may have other agenda items to consider as well.

Professor Levy suggested two additional charges to the Special Committee: (1) to determine what measures might be taken to make early retirement economically more feasible, and (2) to address the problem of how to deal with those faculty who ought to retire, but do not, even though they are unable to properly perform their duties. Professor Griffith replied that the University already has an early partial retirement plan; however, the language in Paragraph (4) of the RESOLVING clause was intended to cover possible alternate retirement plans. With respect to Professor Levy's second suggestion, Professor Griffith said it seemed to him that this concern was addressed by the language in Paragraph (6) of the RESOLVING clause which calls for recommendations for new policies that could include the advisability of possible changes in initial appointments to or removal from tenured status.

Noting that it might be advantageous to have alternate members, Professor Pierpont moved that Line 4 in the RESOLVING clause be amended to add the following language after the word "members": ", one representative and one alternate representing each degree-granting school" The motion was seconded. Professor Tolchin said she did not see how this 8-member committee could possibly carry out the kinds of research proposed in this resolution without the assistance of at least two full-time staff people committed from the administration. Professor Griffith responded that the question of staff support would be a matter for negotiation between the Chair of the Special Committee and the Academic Vice President, who would be an ex officio member. The question was called, and the Pierpont amendment was adopted.

Professor Levy moved that a new Paragraph (5), as follows, be inserted after Paragraph (4) of the RESOLVING clause, and that Paragraphs (5) and (6) be renumbered (6) and (7), respectively:

"(5) to identify steps that might be taken with regard to retirement benefits that might make early retirement economically more attractive."

The motion was seconded. A discussion followed by Professors Kenney, Fox, Levy, and Griffith. The question was called, and the Levy amendment was adopted.

- 4 With reference to Paragraph (4) of the RESOLVING clause, Professor Schiff said he could see no reason why the Special Committee should be asked to examine the retirement policies of corporations and law firms because he thought their portfolios for retirement would be quite different from the University's. He moved to delete all the language following the word "dignity" in Line 7 in Paragraph (4). The amendment was seconded. Professors Tolchin, Wallace, and Eldridge spoke against the amendment. The question was called, and the Schiff amendment was lost.

Professor Levy then moved to further amend the resolution by adding the following paragraph:

"to consider whether the elimination of mandatory retirement is likely to lead to problems that require special procedures, and, if so, to propose such procedures."

The motion was seconded. Professors Griffith and Deering spoke against the amendment. The question was called, and the Levy amendment was lost. The question was called on the original motion, as amended, and Resolution 86/4, as amended, was adopted. (Resolution 86/4, as amended, is attached.)

- 5 No resolutions were introduced under Introduction of Resolutions.

- 6 Professor Eldridge reported that the Committee on Coordinated Planning met yesterday and that Associate Provost Phelps presented a draft of an outline of the development of a long-range planning process for the Committee's consideration. He said that one of the significant points in this document is that it suggests a five-year planning cycle for operational purposes. This is an attempt to bring some of the broad institutional goals recommended in the Commission Report down to a more operational level where the Senate will have a role in the review process. Professor Eldridge said that he was happy with the progress the Committee is making, and it was his understanding that Dr. Phelps intended to make the draft document available as soon as possible.

- 7 On behalf of the Executive Committee, Professor Griffith reported on the following items: (1) the Faculty Senate, in conjunction with the Office of the Academic Vice President, is again sponsoring an Orientation Breakfast for new faculty members which will be held on Thursday, January 8, 1987; (2) the reception

- 7 to celebrate the 25th Anniversary of the Faculty Senate was held on December 1st, and the Executive Committee wished to thank Vice President French for his support of the Faculty Senate in organizing this event; (3) a reminder to faculty that at the next Faculty Assembly on January 20, 1987, the Chairman of the Executive Committee will present for confirmation the slate of eight nominees for election as members of the Faculty Consultative Committee; in order to officially constitute this Committee, a quorum of the Faculty Assembly will be required, and faculty members were urged to attend this important Assembly meeting; (4) the next regular meeting of the Executive Committee has been changed from January 5, 1987, to December 19, 1986, and the next regular meeting of the Faculty Senate will be held on January 16, 1987; and (5) prints of photographs of the original Faculty Senate and the present Faculty Senate, and pictures taken at the 25th Anniversary Reception, can be ordered from either Doris Trone, Faculty Senate Office, or Jane Lingo, Division of News and Public Affairs. Professor Griffith then wished the Senate members a Happy Holiday Season.

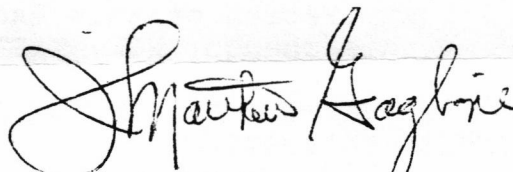
Professor Pierpont asked what the procedure would be in the event a quorum was not present at the Faculty Assembly to elect the Faculty Consultative Committee. Professor Griffith replied that he assumed the Executive Committee would have to ask the President to call a Special Meeting of the Assembly as rapidly as possible because the Faculty Organization Plan requires that the Committee be elected by the Assembly. The Parliamentarian agreed that the Faculty Organization Plan requires that this kind of committee be appointed by the Assembly and there is no way to get around the quorum. Professor Hill suggested that, in order to assure a quorum, the Executive Committee might alert the Department Chairs to encourage their colleagues to attend the Assembly meeting, and Professor Griffith responded that the Executive Committee would write to the Chairs.

Professor Levy asked Professor Griffith to restate what the official position of the Board of Trustees is with regard to the role of the Faculty Consultative Committee. Professor Griffith said that he had the unofficial assurances of the Chairman of the Board of Trustees that, first, the full Faculty Consultative Committee of eight members will be involved in the early process of the formulation of goals of the research criteria, and, secondly, that three members of the Faculty Consultative Committee will be invited to

join the Board's Search Committee--the Unified Search Committee--which will include seven members of the Board, three faculty members, one alumni representative, and one student representative. The resolution approved by the Assembly last September requires that the three faculty members shall be designated by the Faculty Consultative Committee from among its members to serve on the official Board's Search Committee. Professor Griffith said he assumed that the Board reviewed the draft plan of Chairman Bellows in October, and since Mr. Bellows has not informed him of any changes in the plan, he did not think that the Board has any opposition to the number of faculty who will be serving on the Board's Search Committee. Professor Levy said that he was happy with that response.

8 No Brief Statements were made.

9 The meeting was adjourned at 3:20 p.m., upon motion made and seconded.

A handwritten signature in cursive script, reading "J. Matthew Gaglione".

J. Matthew Gaglione
Secretary

A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE
ON MANDATORY RETIREMENT (86/4)

WHEREAS, when the Congress of the United States in October 1986 amended the Age Discrimination in Employment Act of 1967 to eliminate mandatory retirement at age 70, it also enacted an exemption permitting mandatory retirement at age 70 for tenured university faculty until 1994; and

WHEREAS, there is sufficient uncertainty about how the elimination of mandatory retirement at 70 will affect university faculties and higher education that the Congress has directed a study of its potential impact; and

WHEREAS, because of the need of the University community to consider the detrimental impact of present mandatory retirement policies on faculty members who are willing and able to teach after they are 70, and to consider what effect elimination of mandatory retirement would have on the system of continuous tenure appointments, it behooves the University community to begin to prepare for the expiration of this exemption well in advance of this change; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That a Special Committee to Study Mandatory Retirement be elected by the Faculty Senate, upon nomination by the Executive Committee, to be constituted of eight faculty members, one representative and one alternate representing each degree-granting school (with the Vice President for Academic Affairs serving ex officio), and to be charged, as follows:

(1) to seek to identify any shifts in the pattern of retirements of university faculty in the eight years since the retirement age was raised from 65 to 70, to project how faculty retirement choices might be affected by uncapping retirement, and how this, in turn, would impact on recruitment of new faculty in the early 1990's;

(2) to seek to ascertain whether any educational institutions comparable to GW have abolished mandatory retirement and to examine their experience;

(continued)

Resolution 86/4 (cont'd)

(3) to attempt to assess, through interviews with retired faculty, departments, and/or school personnel committees, or otherwise, what the costs of mandatory retirement are for both individual faculty members and for the departments and schools that they leave;

(4) to attempt to identify various combinations of reduced teaching, research, and administrative responsibilities with attendant reductions in remuneration which could be made available to senior faculty members allowing those who are willing and able to continue to contribute to GW and to do so with dignity; in this regard, it may be useful to examine retirement practices in corporations, law firms, and other professional organizations;

(5) to identify steps that might be taken with regard to retirement benefits that might make early retirement economically more attractive;

(6) to report its findings to the Faculty Senate no later than February 28, 1988; and

(7) to recommend to the Faculty Senate any new policies which should be considered now or to respond to the situation which the University will face in the mid-1990's, including the advisability of possible changes in initial appointments to or removal from tenured status, and on the position GW should take before Congress at the time of the expiration of the seven-year exemption for faculty.

Executive Committee of the Faculty Senate
November 21, 1986

Adopted, as amended, December 12, 1986

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.
20052

The Faculty Senate

November 24, 1986

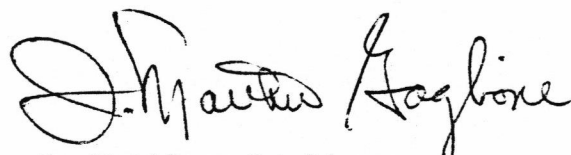
The Faculty Senate will meet on Friday, December 12, 1986,
at 2:10 p.m. in Lisner Hall 603

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of
November 14, 1986
3. Introduction of ~~Frank~~ ^{Ralph} J. Olmo, new University
Comptroller, to the Faculty Senate
4. Resolutions:

A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE ON
MANDATORY RETIREMENT (86/4); Professor William B.
Griffith, Chair, Executive Committee of the Faculty
Senate (Resolution 86/4 attached.)
5. Introduction of Resolutions
6. Report by Professor Rodney W. Eldridge from the Commit-
tee on Coordinated Planning
7. General Business:

Report of the Executive Committee: Professor William
B. Griffith, Chair
8. Brief Statements
9. Adjournment



J. Matthew Gaglione
Secretary

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